

The Value of Your South Carolina
State Government Benefits

Your total compensation consists of your annual salary plus your fringe benefits. Below is an example of the dollar value of salary and approximate fringe benefits in one year for an employee whose annual salary is \$31,271.

<i>Fringe Benefits:</i>	<i>Single Coverage Value</i>	<i>Full Family Coverage</i>
15 Days Annual Leave	\$1,804.10	\$1,804.10
15 Days Sick Leave	\$1,804.10	\$1,804.10
Health, Life, Disability, & Dental Insurance	\$2,663.88	\$5,784.96
Holidays	\$1,443.28	\$1,443.28
Retirement Match	\$2,360.96	\$2,360.96
Social Security Match	\$2,392.23	\$2,392.23
Workers' Compensation	<u>\$312.71</u>	<u>\$312.71</u>
<i>Total Dollar Amount of Fringe Benefits</i>	\$12,781.25	\$15,902.33
<i>Annual Salary</i>	<u>\$31,271.00</u>	<u>\$31,271.00</u>
Total Compensation Package	\$44,052.25	\$47,173.33
Fringe Benefits as a Percentage of Annual Salary	41%	51%



South Carolina State Budget and Control Board

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State of
South Carolina
Employee
Benefits
Compensation
Flexible Work Schedules
Leave
Tuition Assistance
Retirement
401K
The State Health Plan

*An overview of insurance, benefits,
and retirement programs available to
South Carolina state employees*

PROFESSIONAL DEVELOPMENT
As a state employee, you may take advantage of many opportunities for professional development and training. Courses ranging from technical and specialty area training to management and leadership development are available to employees. South Carolina state government offers the Associate Public Manager Program (APM) and the Certified Public Manager Program (CPM). The CPM is a nationally recognized professional development program for supervisors and managers in government. In addition, you may be able to participate in formal or informal mentoring programs offered by agencies.

If you qualify under the Family and Medical Leave Act (FMLA), you are entitled to up to 12 weeks of unpaid leave per year for the birth or adoption of a child, to care for a spouse or immediate family member with a serious health condition, or when you are unable to work because of a serious health condition. You may be able to substitute your earned leave for unpaid leave depending on your situation. If you are a member of the United States Armed Forces Reserves or the National Guard, you will be allowed 15 workdays of leave with pay for annual training. Thirty additional days are allowed in the event of a declared emergency. South Carolina state government offers leave for blood drives, bone marrow donation, voting, court, death in the family, and for employees that are certified disaster service volunteers for the American Red Cross. In addition, state agencies have leave transfer programs that allow employees to donate leave to be used by other employees in emergency situations.

**This number is based on the 2002-2003 Appropriations Act.*

LEAVE
As a full-time state employee, you will earn one and a quarter days of annual leave per month for a total of 15 days per year. After 10 years of service with the state, you will begin to earn annual leave at a higher rate, which increases annually for each year of service. When you leave state employment, you will be paid for the leave you have accrued up to 45 days. A full-time state employee will also earn one and a quarter days of sick leave per month for a total of 15 days per year. This time may be used for personal illness or medical appointments. You may use up to 10* days of that sick leave annually to care for members of your immediate family. In addition, an adoptive parent may use up to six weeks of sick leave to take time off for the purposes of caring for the child after placement. Annual and sick leave for a part-time employee in a permanent position are based on the number of hours worked per week. A maximum of 45 days annual leave and 180 days sick leave may be carried over from one calendar year to the next.

State agencies may offer tuition assistance programs for employees who are pursuing further education. Each agency establishes guidelines for the program that support the mission of the agency.

TUITION ASSISTANCE PROGRAMS

The following holidays are granted by the General Assembly:

?	New Year's Day – January 1
?	Martin Luther King, Jr. Birthday – Third Monday in January
?	George Washington's Birthday – Third Monday in February
?	Confederate Memorial Day – May 10
?	Memorial Day – Last Monday in May
?	Independence Day – July 4
?	Labor Day – First Monday in September
?	Veteran's Day – November 11
?	Thanksgiving Day – Fourth Thursday in November
?	Day after Thanksgiving
?	Christmas Day – December 25
?	Day after Christmas – December 26

If a holiday falls on a Saturday, it will generally be observed on Friday. If a holiday falls on Sunday, it will generally be observed on Monday.

HOLIDAYS

State agencies may offer flexible work schedules to employees. Each agency determines the scheduling options that best meet the needs of its customers.

FLEXIBLE WORK SCHEDULE

South Carolina state government offers competitive hiring salaries as well as options for pay increases. Pay raises may be awarded for cost of living adjustments, performance, additional skills, additional duties, promotions, retention, reclassifications, and transfers. In addition, several options are provided for paying bonuses to employees.

COMPENSATION